



## SERVER TRAINING HANDOUT

Use the Server Training handout to follow today's training session and fill-in the blank spaces. You may also use the completed handout as a workplace resource to better familiarize yourself and fellow employees about the liquor laws and rules.

### LIQUOR LAWS of HAWAII & RULES of the LIQUOR COMMISSION

- Must be on premises (Current Copy) **§3-82-38.2**
- All \_\_\_\_\_ and \_\_\_\_\_ shall familiarize themselves with the liquor laws & rules of the commission **§3-82-38.1**
- Web Links
  - Hawaii Liquor Laws:  
[http://www.honolulu.gov/rep/site/bfsliq/bfsliq\\_docs/HRS\\_281\\_Rev\\_July\\_2019\\_Website\\_v2.pdf](http://www.honolulu.gov/rep/site/bfsliq/bfsliq_docs/HRS_281_Rev_July_2019_Website_v2.pdf)
  - Rules of the Liquor Commission (Honolulu):  
[http://www.honolulu.gov/rep/site/bfsliq/bfsliq\\_docs/LIQ\\_Rule\\_Book\\_Rev\\_03-2018\\_Print\\_11-2018.pdf](http://www.honolulu.gov/rep/site/bfsliq/bfsliq_docs/LIQ_Rule_Book_Rev_03-2018_Print_11-2018.pdf)

### REGISTRATION

- All \_\_\_\_\_ and \_\_\_\_\_ shall complete Server Training to register.
- All Manager and Bartender Certificates of Registration issued by the Honolulu Liquor Commission shall be valid for \_\_\_\_\_ from last successfully completed Server Training. **§3-82-38.9(b), §3-82-38.5(f)**

### EMPLOYEES

- A(n) \_\_\_\_\_ is a person who performs a service usually or normally done on or within a liquor licensed premises, regardless if that person is under contract or commission, registered or not registered, compensated or not compensated. **§3-80-1**
- No \_\_\_\_\_ while on duty shall consume liquor. **§3-84-78.01(b)**

- No \_\_\_\_\_ while on duty shall solicit or accept any \_\_\_\_\_ alcoholic or other-wise, as a gift from or at the expense of a \_\_\_\_\_  
**§3-84-78.01(c)**
- \_\_\_\_\_ may perform any other duties at the same premises except as a dancer. **§3-82-38.9(d)**
- Only registered hostesses and managers of licensed hostess bars are permitted to sit with customers during hours of operation. **§3-84-78.01(d)**
- \_\_\_\_\_ may perform any other duties at the same premises except as a Manager or Dancer. **§3-82-38.6(c)**

**REQUIRED DISPLAYS - §281-71, §3-82-38.11, §3-82-44.1(c), §3-82-44.1(d)**

1. \_\_\_\_\_  
Reason: \_\_\_\_\_
2. \_\_\_\_\_  
Reason: \_\_\_\_\_
3. \_\_\_\_\_  
Reason: \_\_\_\_\_
4. \_\_\_\_\_  
Reason: \_\_\_\_\_

**LICENSED PREMISES HOURS OF BUSINESS**

- 6am to 12 am Retail
- 6am to 2am Dispenser (Bar)/ Restaurant
- 10am to 4am Cabaret
- 6am to 4am Hotels
- No Sale, Service or Consumption of Liquor allowed \_\_\_\_\_ or \_\_\_\_\_ hours of business. **§3-82-38.20(a)**
- No Liquor, whether in a bottle, glass or other container shall be \_\_\_\_\_ and \_\_\_\_\_ consumable within the licensed premises before or after the authorized hours. **§3-82-38.20(b)**

## **NOISE – PROHIBITED**

No licensee shall permit noise to be made from its licensed premises or any adjacent area under the licensee's control:

- That exceeds the maximum permissible \_\_\_\_\_ levels. **§3-82-38.23**
- Or entertainment causing undue \_\_\_\_\_ or \_\_\_\_\_ the peace and quiet of the neighborhood **§3-84-78.03**

## **PRACTICES TO PROMOTE EXCESSIVE CONSUMPTION OF LIQUOR - PROHIBITED**

No licensee shall:

- Sell, advertise, or offer to sell all the liquor you can drink for a \_\_\_\_\_ price **3-84-78.51(b)(1)**
- Encourage or permit any \_\_\_\_\_ or \_\_\_\_\_ that involves the consumption of liquor or the awarding of liquor as a \_\_\_\_\_ **§3-84-78.51(b)(2)**

## **SIGNS OF INTOXICATION**

- Slurred or slowed speech, loses train of thought
- Uncoordinated
- Displays the inability to walk
- Vomiting
- Change in mood or behavior
- Employees should \_\_\_\_\_ a manager if a customer shows signs of intoxication
- At No Time shall Licensees/Employees knowingly permit any person \_\_\_\_\_ of liquor or a \_\_\_\_\_ person to be remain in or on the licensed premises **§281-78(b)(5)**

## **DRIVING UNDER THE INFLUENCE (DUI)**

- Alcohol is a \_\_\_\_\_ and a \_\_\_\_\_ that affects the central nervous system.
- Alcohol can also \_\_\_\_\_ your vision.

## CONSEQUENCES OF DUI

- Get in to Car Accident
- Injure, Paralyze or Kill yourself or someone you love
- Lose your Driver's License, Lose your job
- Be Arrested, Go to Jail, Criminal Record
- Substance Abuse Rehab
- Pay Fines up to \$1,000 (1st offense)
- Community service
- Increase in car insurance

## PROHIBITIONS – INDIVIDUALS WHO YOU CANNOT SELL OR SERVE LIQUOR TO §281-78:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

## Checking ID

- Reduce your risk of serving a minor
  - ✓ First check to see if form of identification is an acceptable form of identification such as a: \_\_\_\_\_, \_\_\_\_\_ or \_\_\_\_\_
  - ✓ Check the \_\_\_\_\_ date to see if it is valid.
  - ✓ Check the \_\_\_\_\_ to see if it is similar to the person presenting the ID.
  - ✓ Check the \_\_\_\_\_ to validate the person's age.
- Enables open communication to check sobriety, mental state, Emotional state, and observe customer actions
- You can check someone's mental/emotional state when asking to see ID.

## PROHIBITIONS INVOLVING MINORS §281-101.5

- **It is against the law for any** \_\_\_\_\_ **to provide or purchase liquor for consumption or use by person under** \_\_\_\_\_ **years of age.**
- **It is against the law for a** \_\_\_\_\_ **to consume or purchase liquor or to have liquor in the** \_\_\_\_\_ **possession.**

- **It is against the law for a \_\_\_\_\_** to falsify identification or use false identification for the purpose of buying or attempting to buy liquor.
- If the new date (calculated from the birthdate on the ID) is in the \_\_\_\_\_, then you can sell or serve to that person.
- If the new date (calculated from the birthdate on the ID) is in the \_\_\_\_\_, then the person is underage.

## **COMPLAINT AND SUMMONS**

- Issued to \_\_\_\_\_ & \_\_\_\_\_
- Result in:
  - \$1,000 Fines
  - Imprisonment up to one year
  - Community Service
  - Criminal record

## **WHAT YOU CAN DO TO REDUCE YOUR LIABILITY**

- Establish \_\_\_\_\_ and \_\_\_\_\_
- Provide \_\_\_\_\_
- \_\_\_\_\_ the incident.

## **INSPECTION BY THE LIQUOR COMMISSION §3-84-79.1, §281-20, §281-79**

- No licensee shall allow the \_\_\_\_\_, \_\_\_\_\_, or \_\_\_\_\_ with investigations and inspections or Liquor Commission operations in any way,

## **IMPORTANT REMINDERS:**

- Know the Liquor Laws of Hawaii & Rules of the Honolulu Liquor Commission
- Know the Signs of Intoxication
- Know the Critical Signs of Alcohol Poisoning
- Train staff to know these signs and be management's "eyes & ears".
  - ✓ Do not over serve Customers
  - ✓ Never serve liquor to minors
  - ✓ Always Choose to do the Right Thing

## QUESTIONS & CONCERNS

- Check out our website : [www.honolulu.gov/liq](http://www.honolulu.gov/liq)

## CONTACT:

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## SCHEDULE AN APPOINTMENT – ALOHAQ

- <https://alohaq.honolulu.gov/?lp>